



U.S. DEPARTMENT OF  
**ENERGY**

OFFICE OF  
**ENVIRONMENTAL  
MANAGEMENT**

# PROPOSED EM REORGANIZATION

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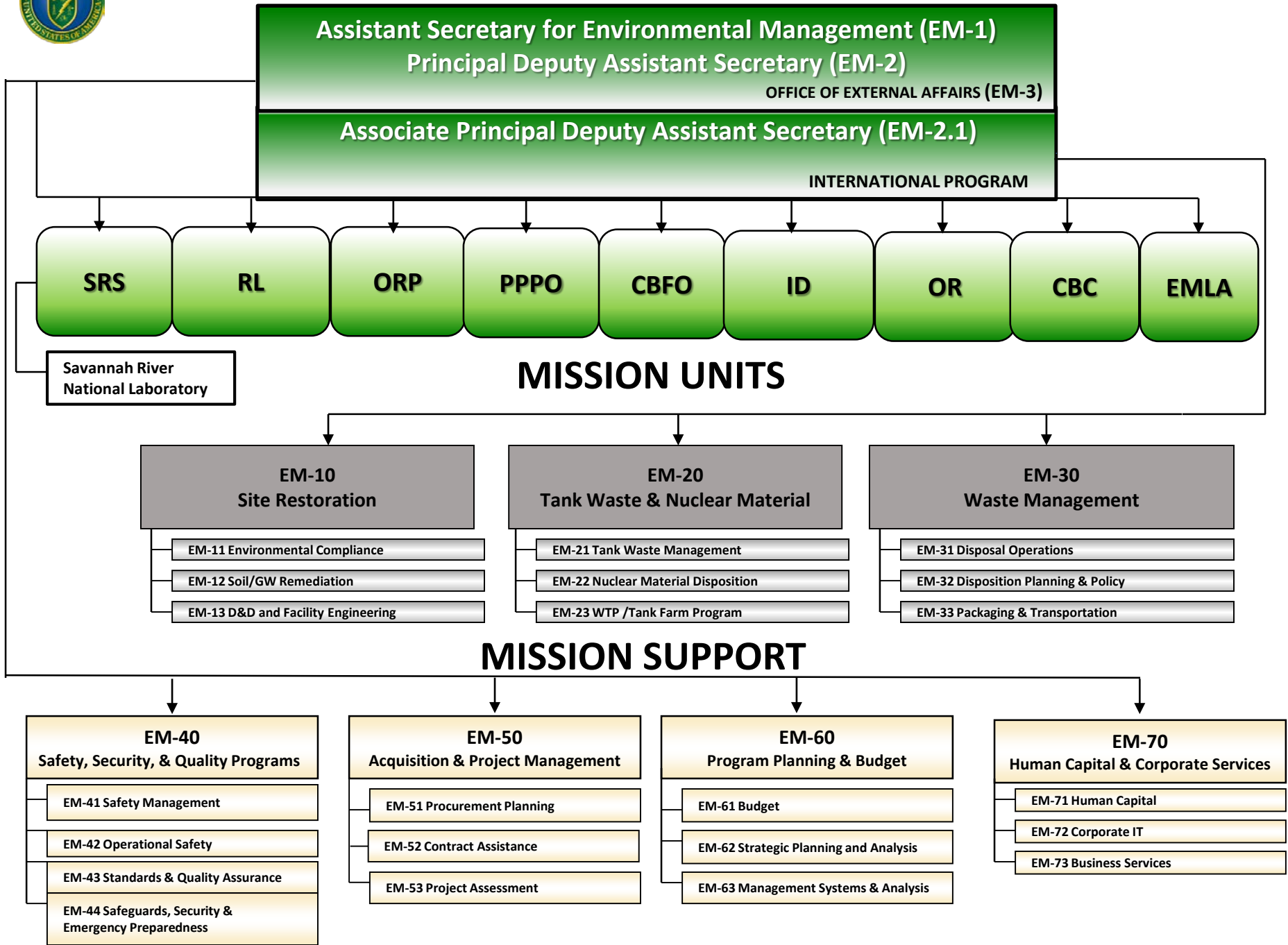
May 26, 2016

- ❖ On Wednesday, May 18th, EM submitted a proposal to the National Treasury Employees Union (NTEU) for a proposed Headquarters (HQ) reorganization;
- ❖ The proposed reorganization structures EM-HQ to align with how it executes and delivers the mission, promotes increased coordination and interaction between the Field and EM-HQ, and eliminates stovepipe organizations;
- ❖ The proposed reorganization is designed to, increase operational efficiency, enhance economies of scale through the consolidation of work along functional lines, and improve alignment of critical mission-enabling business operations;
- ❖ There will be no reduction-in-force, pay reductions, or downgrades for EM employees as a result of the reorganization.

- ❖ In addition to gaining efficiencies by eliminating stovepipes and consolidating work along functional lines, the proposed reorganization also responds to external and internal drivers, including:
  - DOE EM Accident Investigation Board's Report, *Radiological Release Event at the Waste Isolation Pilot Plant*, calls for strengthened line oversight;
  - Secretary's Task Force Advisory Board on Technology Development defines a need to pursue technologies for breakthrough improvements;
  - GAO's biannual High-Risk List calls for improved major projects performance, and resource commitment to contract and project management problems;
  - Commission to Review the Effectiveness of the National Laboratories Report calls for consistency in DOE laboratories oversight (applicable to Savannah River National Laboratory);
  - The EM-Headquarters Organizational Culture Integrated Project Team action plan recommends enhanced accountability and a Field-based focus.



# EM's Current Organization Structure

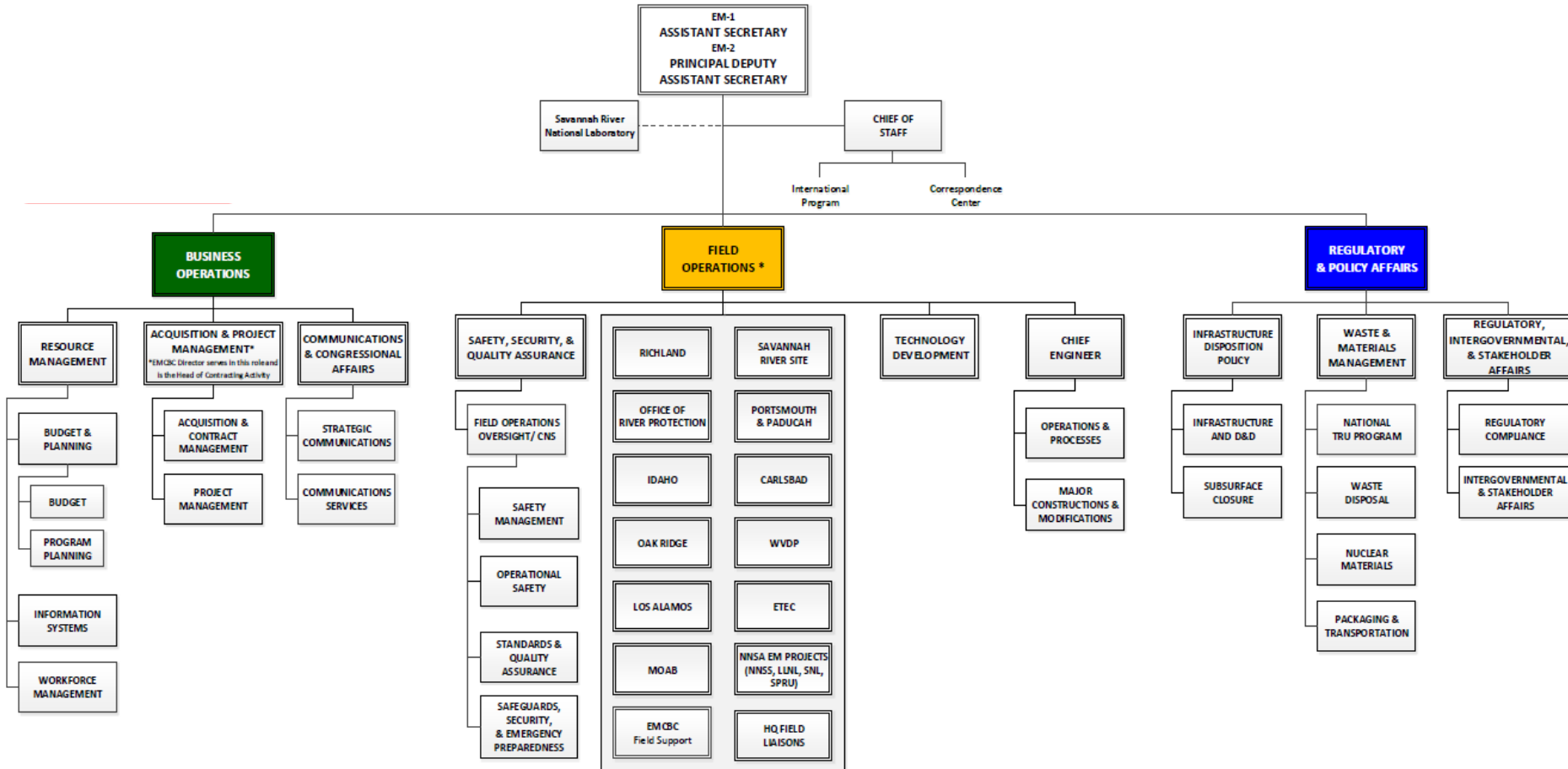


- ❖ The proposed reorganization strengthens mission focus by streamlining reporting lines;
- ❖ The streamlined structure strengthens support to the Field, where cleanup work is planned and performed;
- ❖ Under the proposed reorganization, EM-HQ's mission-critical functions will be consolidated into three offices:

***Field Operations***

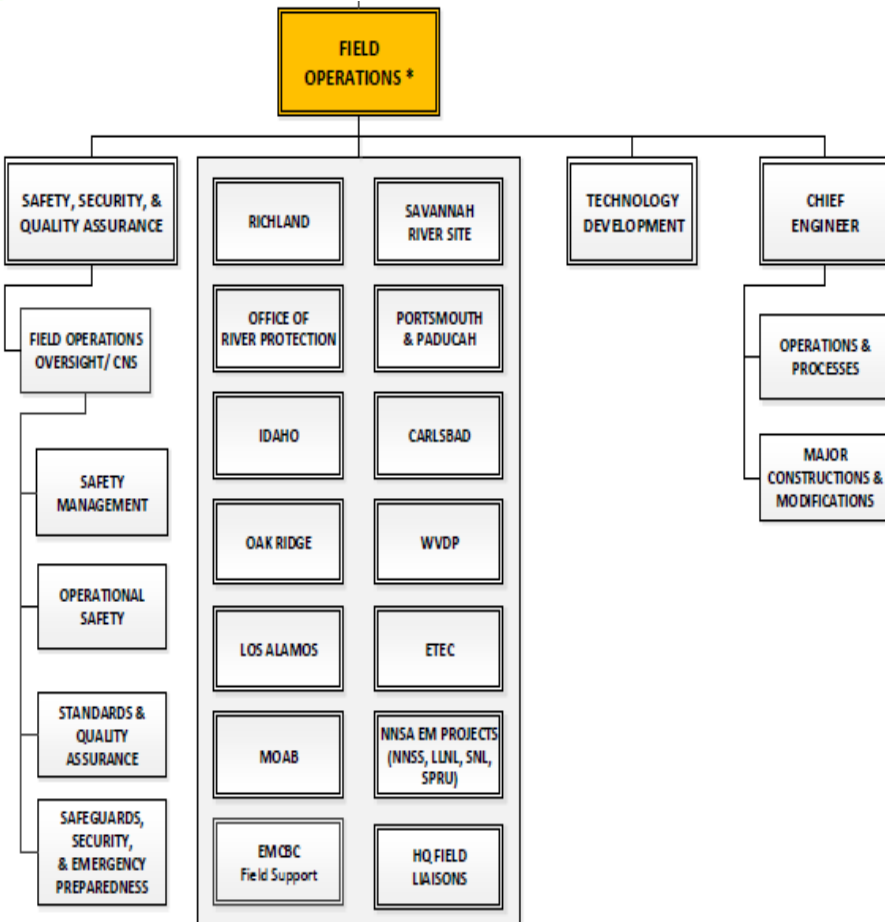
***Regulatory and Policy Affairs***

***Business Operations***



\* Savannah River National Laboratory Policy Office



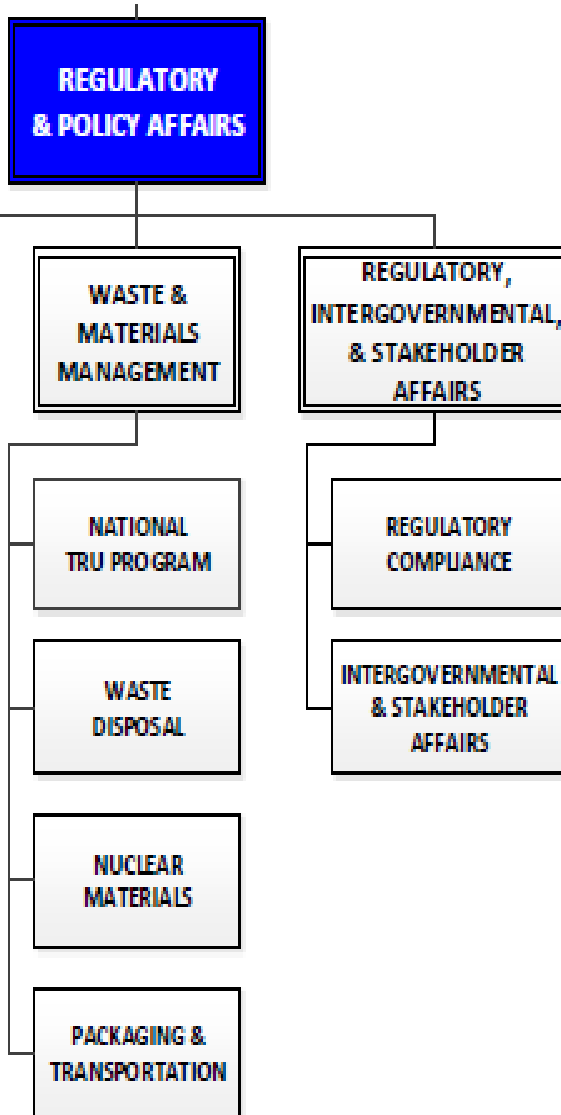


\* Savannah River  
National Laboratory  
Policy Office

*Field Operations* integrates field operations and SRNL Policy interface

- *Safety, Security, and Quality Assurance* supports safety and security; quality assurance, ISM; DPOs; and operational readiness reviews;
- *Technology Development* promotes complex-wide technology development and implementation;
- *Chief Engineer* provides systems and process engineering leadership.

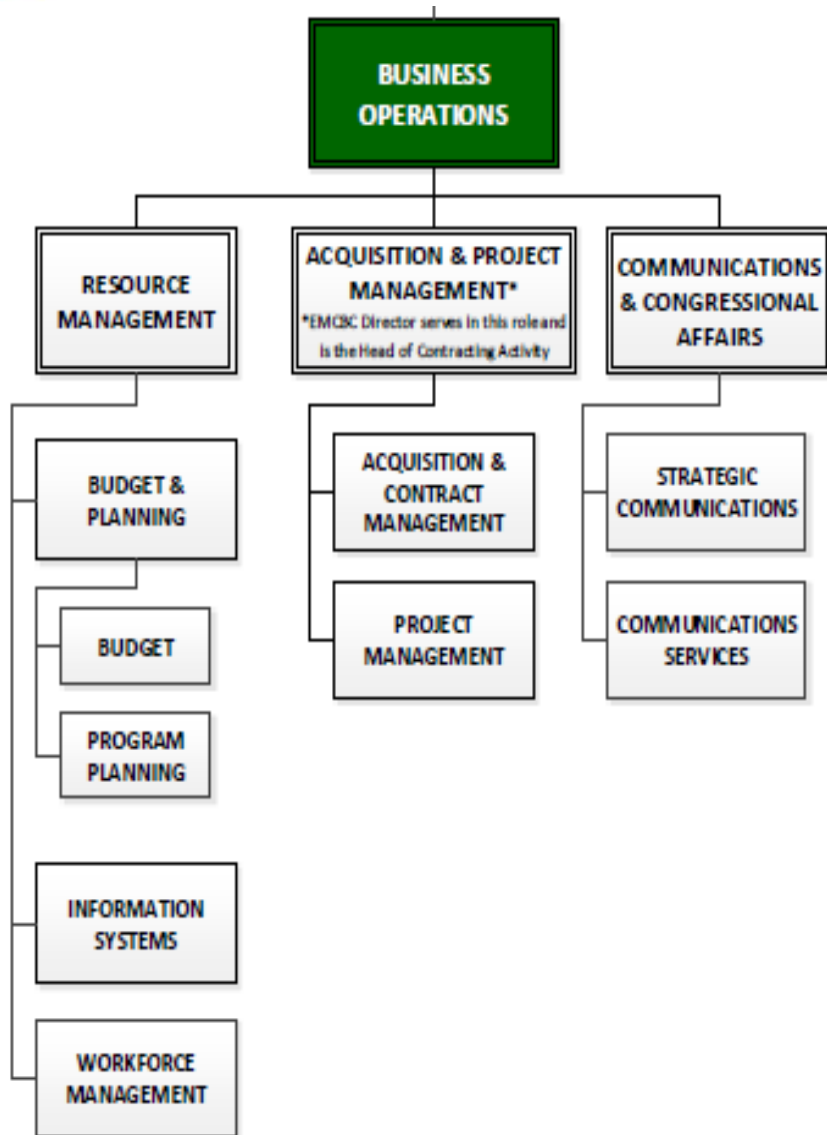
Note: Field Managers and Federal Project Directors continue to be responsible for the operations under their jurisdiction and will report to the APDAS for Field Operations.



*Regulatory and Policy Affairs* provides guidance and oversight of EM's regulatory responsibilities

- *Infrastructure Disposition Policy* develops policy and strategic guidance for deactivation and decommissioning activities;
- *Waste and Materials Management* integrates implementation of radioactive and hazardous waste management and materials disposition;
- *Regulatory and Intergovernmental Stakeholder Affairs* oversees regulatory compliance and facilitates interaction with intergovernmental groups and advisory boards.





Business Operations provides leadership of EM's critical business management functions:

- *Resource Management* supports corporate business activities and resources associated with budgeting and financial management, information systems, and workforce;
- *Acquisition and Project Management* manages acquisition and project management corporate policies, and project support through peer reviews and independent assessments;
- *Communications and Congressional Affairs* develops communication policies and strategies both inside and outside the Department.

- ❖ We encourage bargaining unit employees to continue working with NTEU;
- ❖ To ensure transparency, we will continue to reach out to you as the process progresses;
- ❖ This presentation and the draft Mission and Function Statement will be posted on the portal;
- ❖ Any planned implementation will occur once the union completes its review.

# Remarks from NTEU

# Questions